

Group 4 Sorting Worksheet

Career Awareness; Coordinated Infrastructure

STEP 1 – INDIVIDUAL WORK

- Review the recommendations in priority order under “Recommendation” column.
- If you determine that a recommendation has “prerequisites” that are *currently* listed as a lower priority, list that recommendation’s number as a “prerequisites.”
- If you believe there is more than one prerequisite, please list each prerequisite in proper order.
- Review each recommendation and indicate with an “x” in the appropriate column, whether it has a short-term, medium-term, or long-term completion expectations.
 - **Short term-** Recommendation that could be completed within 18 months
 - **Medium Term-** Recommendation that could be completed within 19 to 36 months
 - **Long Term-** Recommendation that will take 36 or more months to complete.

STEP 2 – SMALL GROUP

- Discuss with your group your thoughts from your individual work. The goal is to understand other group members’ thinking.
- After completing a review of additional prerequisites and the timeline, list (by number) the adjusted priority order of recommendations in the far right column.

You also have cards with each recommendation printed on them. As a small group you can move them around in the Adjusted Priority Order the group thinks makes sense in light of the small group discussion.
If you use the cards, list the priority order in the far right column once the group agrees on the order

- **IMPORTANT NOTE:** To account for the short-term bias inherent in the criterion “Immediate increase to workforce,” we recalculated each recommendation’s scores. Review the Modified Prioritization by Score sheet to see the changes. This may impact your ranking.

Recommendation	(INDIVIDUAL) STEP 1				(SMALL GROUP) STEP 2
	Prerequisites	Timeline			Adjusted Priority Order (if applicable)
	List Prerequisites By Their Number	Short	Medium	Long	
Career Awareness					
1. Develop and implement a comprehensive marketing plan for the health workforce in California that: a. Conveys a compelling case and vision for primary care					
1. Develop and implement a comprehensive marketing plan for the health workforce in California that: b. Communicates resource services for employment opportunities; and develop/enhance partnerships with all educational institutions					
2. Develop and implement policy changes that: a. Increase awareness for students, teachers and advisors of healthcare professions among primary and secondary education institutions					
2. Develop and implement policy changes that: b. Include the integration of health career education in primary and secondary grades					
2. Develop and implement policy changes that:					

Recommendation	(INDIVIDUAL) STEP 1				(SMALL GROUP) STEP 2
	Prerequisites	Timeline			Adjusted Priority Order (if applicable)
	List Prerequisites By Their Number	Short	Medium	Long	
c. Increase awareness and support for early and ongoing education on the importance of primary care and prevention					
3. Develop central repository of undergraduate students interested in health careers and utilize new media and other tools to promote interest, offer opportunities and track progress: a. Use technology to develop and disseminate healthcare training opportunities statewide for students and incumbent workers					
3. Develop central repository of undergraduate students interested in health careers and utilize new media and other tools to promote interest, offer opportunities and track progress: b. Establish a central database of interested candidates for primary care careers in California at all stages of the pipeline and communication tools for ongoing promotion of primary care, and financing options					
4. Develop curriculum content and build educational capacity to provide knowledge on the full spectrum of primary care-related health careers. Content should encompass all levels of K-12 education for use by educators and parents. Develop a repository of content and strategies that is broadly accessible.					
5. Create a funded health literacy mandate for secondary education institutions					
Coordinated Infrastructure <u>Policy Development</u>					

Recommendation	(INDIVIDUAL) STEP 1				(SMALL GROUP) STEP 2
	Prerequisites	Timeline			Adjusted Priority Order (if applicable)
		Short	Medium	Long	
	List Prerequisites By Their Number				
1. Support health professionals practicing at the top of their scope and examine scope for professions with new delivery models					
2. Implement sufficient statewide public and private infrastructure to implement and be accountable for statewide plan implementation. Have cross profession and specific profession infrastructures					
3. Create statewide policies that standardize inter-agency requirements for healthcare professional licensing, credentialing and certifications					
4. Require certification at all levels of the healthcare workforce including Promotoras or other Community Health Workers					
Coordinated Infrastructure <u>Education</u>					
5. Determine, preserve and protect funding for California's Public Institutions of Higher Education based on what California needs to meet health workforce requirements					
6. Integrate health information technology into education to pair technology with healthcare training content					
7. Partnerships needed to standardize curriculum and strengthen articulation across community college, CSU, and UC education institutions for health career pathways (E.G. Establish joint health sciences committee for UC, CSU, Not-for-profit health professions education institutions and the CCCs to facilitate curricular alignment, advising and institutionalization of					

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	List Prerequisites By Their Number	Short	Medium	Long	
innovations					
Coordinated Infrastructure <u>Data Collection and Research</u>					
8. Develop supply and demand projections by profession within context of health reform, health homes and health IT implementation to establish base-line and targeted need within defined time frames and align programs with industry demand and emerging health sector needs					
9. Support reporting to OSHPD Clearinghouse and ensure that data and reporting related to all priority professions, diversity and geographic distribution of students, residents and active practitioners is included					
10. Establish mechanism through the OSHPD Clearinghouse and Primary Care Workforce Initiative/Center to provide timely ongoing tracking and reporting to measure progress toward goals and inform adjustment of strategies					
11. Establish mechanism for shared learning about health workforce development activities/programs through collecting and disseminating best practices					
12. Provide funding support for health research to create and define evidence-based practices					
Coordinated Infrastructure <u>Partnerships</u>					
13. Establish public and private funding streams to sufficiently invest in priority workforce programs and infrastructure					

Recommendation	(INDIVIDUAL) STEP 1				(SMALL GROUP) STEP 2
	Prerequisites	Timeline			Adjusted Priority Order (if applicable)
	List Prerequisites By Their Number	Short	Medium	Long	
14. Develop partnerships between training programs and employers to better align education with employer needs					
15. Create incentives for the creation of health workforce partnerships					
16. Establish solid organizing workforce intermediaries in priority regions with sufficient funding and capacity.					
17. Expand the pool by increasing K-16 exposure, preparation and pipelines more effectively through regional and statewide infrastructure					
18. Include education institution representation in health workforce policy discussions					
19. Create support for partnerships between regulatory agencies and healthcare employers					
Notes:					

- Each table to identify a scribe to capture the information discussed.
- Each table to identify a facilitator/spokesperson for the group.
- In the space below, document the key findings from your discussion for the spokesperson to use during the large group report out.

Sorting Report Out Instructions and Note Sheet

Table Spokesperson: _____

What were the major themes, findings, adjustments to the recommendations?

What questions arose?

What clarification is needed?

What assumptions were critical components of your review?

What additional priorities need to be considered in the future?

